

**FOR INFORMATION**

## TWELFTH ITEM ON THE AGENDA

**Report on programme  
implementation in 2006****Contents**

	<i>Page</i>
<b>Summary</b> .....	<b>iii</b>
<b>Abbreviations</b> .....	<b>v</b>
<b>Introduction</b> .....	<b>1</b>
Global and ILO developments .....	1
Key decisions of the Governing Body and the International Labour Conference .....	2
<b>Decent Work Country Programmes</b> .....	<b>3</b>
Initial observations .....	3
Evaluating country programmes: The Philippines.....	4
Ongoing challenges .....	4
<b>Strategic Objective No. 1: Promote and realize standards and fundamental principles and rights at work</b> .....	<b>6</b>
1a.1 Improved implementation of fundamental principles and rights at work .....	6
1a.2 Targeted action against child labour .....	7
1b.1 Improving the impact of standards.....	8
<b>Strategic Objective No. 2: Create greater opportunities for women and men to secure decent employment and income</b> .....	<b>10</b>
2a.1 Employment as central to economic and social policies .....	10
2a.2 Skills and employability policies and programmes for decent work.....	10
2a.3 Youth employment .....	11
2b.1 Employment creation through enterprise development.....	12
2b.2 Employment creation through employment-intensive investment approaches .....	13
2b.3 Decent work through local development: Poverty reduction through local employment and empowerment .....	14

<b>Strategic Objective No. 3: Enhance the coverage and effectiveness of social protection for all .....</b>	<b>15</b>
3a.1 Improved policies and strategies to extend social protection to all .....	15
3a.2 Better instruments and tools for policy analysis and formulation and good governance in social protection .....	15
3b.1 Improved labour protection within the formal and informal economy .....	16
3b.2 Tripartite action on labour migration .....	17
3b.3 National plans for combating HIV/AIDS in the world of work .....	18
<b>Strategic Objective No. 4: Strengthen tripartism and social dialogue .....</b>	<b>19</b>
4a.1 Employers' and workers' organizations are more valuable to their membership and to potential members .....	19
4a.2 Social partners influence socio-economic and governance policies .....	20
4b.1 Strengthening the social dimension of regional integration.....	20
4b.2 Improving governance.....	21
4c.1 Improved labour and social outcome in specific sectors.....	21
<b>Mainstreamed strategies .....</b>	<b>23</b>
Advancing gender equality.....	23
A fair globalization .....	23
Working out of poverty .....	24
<b>InFocus Initiatives.....</b>	<b>25</b>
Informal economy .....	25
Corporate social responsibility .....	25
Export processing zones.....	25
<b>Institutional capabilities .....</b>	<b>26</b>
Extending partnerships .....	26
Strengthening statistical capacity .....	26
Strengthened knowledge and information development.....	26
Strengthening communications strategies for promoting decent work.....	26
International Training Centre of the ILO, Turin .....	27
International Institute for Labour Studies.....	27
<b>Governance, support and management.....</b>	<b>28</b>
Improving accountability .....	28
Managing human and financial resources.....	28
Services to governance .....	29
Maintenance of infrastructure.....	30

## Summary

### Global and ILO developments

1. The Decent Work Agenda was specifically recognized in the Ministerial Declaration of the United Nations Economic and Social Council (ECOSOC), in a communication of the European Commission and through conclusions adopted by the European Council of Ministers on the promotion of decent work. Decent work decades were launched in Asia and the Americas regions.
2. New instruments were adopted by the Governing Body and International Labour Conference. The 94th International Labour Conference, Maritime Session (February 2006) adopted a new Maritime Labour Convention, which consolidates and updates 68 existing ILO maritime Conventions and Recommendations. At its 95th Session (June 2006), the Conference adopted the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Recommendation, 2006 (No. 197), the Employment Relationship Recommendation, 2006 (No. 198) and a resolution concerning asbestos.

### Decent Work Country Programmes

3. Decent Work Country Programmes (DWCPs) are taking root as the main framework for ILO country-level work. DWCP documents have been finalized in 25 member States and are under preparation in approximately 40 others. Initial analysis suggests that DWCPs are improving consultation between constituents and within the Office, allowing for more transparent links between resources and outcomes and helping to focus work on a limited number of realistic priorities. This focus is also contributing to the incorporation of DWCP objectives into higher level policy frameworks, but a sustained effort is required to ensure that this continues.
4. There is recognition that DWCPs require increased constituent involvement and a stronger focus on working within available resources. A new partnership with the Government of the Netherlands and the United Kingdom's Department for International Development will provide training to constituents and staff to strengthen the application of DWCPs as instruments of results-based management.

### Strategic Objective No. 1

#### Promote and realize standards and fundamental principles and rights at work

5. ILO technical assistance led to the development of national action plans and the incorporation of ILO Conventions in legislation and policies to address employment, forced labour, discrimination, child labour and other areas. Draft legislation to realize the fundamental principles and rights at work was developed in 12 member States, such as in Jordan, where a revised labour law prohibits discrimination against migrant workers.
6. Action to fight child labour took place in 88 countries, such as Bangladesh, where non-formal education and skills were provided to 2,448 girls in the urban informal economy. Employers' and workers' organizations' efforts in this area included the adoption of codes of practice in Nepal and the establishment, in Mexico, of a National Unions' Commission against Child Labour. An estimated 150,000 children were removed or prevented from exploitative work in 2006.
7. Training provided to employers' and workers' organizations enabled them to increase the number of comments made on the application of Conventions. A total of 325 cases of progress were noted by the Committee of Experts and 34 cases of progress by the Committee on Freedom of Association.

### Strategic Objective No. 2

#### Create greater opportunities for women and men to secure decent employment and income

8. The ILO assisted member States to review employment policies and develop national programmes, policies and strategies on employment, including youth employment. Employment and decent work policy issues are being integrated into PRSPs and other national poverty reduction strategies in Burkina Faso, Burundi, Cameroon, Congo, the Democratic Republic of the Congo, Ethiopia, Pakistan, Madagascar and Rwanda.
9. Employment-creation work included the expansion of training and entrepreneurship programmes, such as Know About Business, Start and Improve Your Business and Training for Ru-

ral Economic Empowerment, to new countries. Programmes to generate employment-intensive work were developed in several countries and were evident in post-crisis areas, such as Liberia, Iraq and Indonesia.

**10.** New initiatives were launched to improve labour market analysis, such as the establishment of an African Labour Market Information Library Network, a Decent Work Indicator Database in Asia and the Pacific, and a labour market observatory for Central America and the Dominican Republic. The ILO released *Global employment trends for youth 2006* and the *Global employment trends report for 2006*.

### Strategic Objective No. 3

#### Enhance the coverage and effectiveness of social protection for all

**11.** Through advocacy and analysis, the ILO supported member States to include social security as important components of national development strategies and PRSPs, and to extend or improve social protection schemes. This included advice to help extend social protection coverage for civil servants in the Lao People's Democratic Republic, the use of ILO studies on gender in the creation of a new private pension law in Slovakia and the development (in progress) of an information database on social security.

**12.** Workplace safety, in both the formal and informal economy, was addressed through the development of international occupational safety and health frameworks and national programmes and policies. The first wave of an HIV/AIDS Workplace Education Programme is nearing its completion, and impact surveys in Belize, Benin, Ghana and Togo reveal positive changes at the individual, workplace and national levels.

**13.** A multilateral framework was developed for labour migration, where ILO work covered 30 countries in Africa, Asia, Europe and the Middle

East. ILO advice contributed to revising draft legislation on labour migration and the protection of migrant workers in the Lao People's Democratic Republic, the Republic of Moldova, Mongolia and Viet Nam.

### Strategic Objective No. 4

#### Strengthen tripartism and social dialogue

**14.** Employers' and workers' organizations expanded or improved their services to increase their value to members. The ILO assisted national employers' organizations in Africa to support women's entrepreneurship and supported workers' organizations in the Russian Federation to provide training to Tajik migrant workers. Through the "Poverty Programme", the ILO reinforced the capacities of workers' organizations to participate effectively in national poverty reduction strategies (PRSPs). Both employers' and workers' organizations participated in national policy-making processes, with workers' organizations providing inputs into Poverty Reduction Strategy Papers (PRSPs) in Pakistan, Benin and Burkina Faso.

**15.** The ILO provided advice on labour law reform to approximately 30 countries and technical assistance to 18 countries to modernize labour ministries. Social partners were included in labour legislation reviews and several countries included provisions reflecting ILO Conventions or guidelines.

**16.** The success of action programmes related to specific sectors led to requests from additional countries to be included in these programmes. The Action Programme on Decent Work in Agriculture contributed to the adoption of revised safety and health legislation in Barbados and Uganda. Some of the ILO's *Safety and health in shipbreaking* guidelines were incorporated into the International Maritime Organization's new draft Convention on ship recycling.

---

## Abbreviations

---

ASEAN	Association of South-East Asian Nations
DWCPs	Decent Work Country Programmes
ECOSOC	United Nations Economic and Social Council
EIIP	employment-intensive investment policies
IILS	International Institute for Labour Studies
IPEC	International Programme on the Elimination of Child Labour
IRIS	Integrated Resource Information System
OHADA	Organization for Harmonization of Business Law Reform in Africa
OSH	occupational safety and health
PRS	poverty reduction strategy
PRSPs	Poverty Reduction Strategy Papers
SIYB	Start and Improve Your Business
SMEs	small and medium-sized enterprises
TREE	Training for Economic Empowerment
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNHCR	United Nations High Commissioner for Refugees
WIND	Work Improvement in Neighbourhood Development
WISE	Work Improvement in Small Enterprises

## Introduction

**17.** This paper provides an overview of ILO programme implementation for 2006, in accordance with the commitment to report annually to the Governing Body on ILO performance. It documents implementation of the programme and budget for the first year of the 2006–07 biennium.

**18.** Most of the paper consists of information on the achievement of outcomes related to the ILO's four strategic objectives. Selected examples of work funded through the 2000–01 surplus are listed under each strategic objective. The paper presents initial results as well as specific ILO activities and products realized during 2006. At the close of the biennium, a programme implementation report for the full biennium will describe the specific results achieved against the indicators and targets established for 2006–07.

**19.** One lesson already drawn concerns the need to formulate indicators in such a way as to make clear how the achievement of the outcomes can be more accurately measured. In drafting the Programme and Budget for 2008–09, considerable emphasis has been placed on developing outcomes and indicators that will enable more accurate measurement.

**20.** It is noted that certain forms of ILO work require substantial investments over several years to reach fruition. For instance, the successful adoption of the new Maritime Labour Convention was due in part to the lengthy and intensive consultation process that preceded it. This in turn was only possible through extra-budgetary resources and through voluntary efforts of constituents.

**21.** At the same time, the ILO needs to step up its efforts to identify priorities and focus on areas where it can have the greatest impact. A major emphasis has been placed on building priorities into Decent Work Country Programmes. Clearly, the ILO needs to continue moving forward with this approach.

**22.** External offices report that involvement in UN coordination efforts is rapidly increasing. While there is enthusiasm for UN reform, there can be difficult choices in terms of the time spent on attending and supporting thematic groups, for example, as opposed to direct services to constituents. This problem is especially acute in countries where the ILO has no office, and for small offices.

**23.** Preparation of this paper began well before the Governing Body discussed the further strengthening of results-based management in November 2006. In the paper for that discus-

sion<sup>1</sup> and in the discussion itself, a number of issues were raised with implications for performance reporting. Specifically, it was proposed to concentrate performance reporting on the achievement of targets over a specific time period, and to rely on a reinforced evaluation capacity to examine the relevance and effectiveness of ILO action.<sup>2</sup> It was recognized that this had implications for the nature of implementation reporting, and that the mid-biennium programme implementation report, in particular, was of limited value.<sup>3</sup>

**24.** The process of gathering material on programme implementation for this paper has confirmed that there are weaknesses in the current reporting system. Most significant results are achieved through efforts over a longer period than a biennium, so a report covering, in practice, only the first third of a biennium suffers from a focus on far too short a period. In addition to the lack of information on results, little information is available at an early stage on lessons for the future. The cost of preparing this paper is also a considerable burden on all ILO sectors and regions.

**25.** It has been agreed to redesign the programming cycle as part of the development of the next Strategic Policy Framework in 2008. Clearly, more systematic evaluation and more in-depth discussion of evaluation material by the Governing Body should be part of that redesign. Much greater effort on evaluation is already a part of the Office's plans, and that will accelerate in 2008–09. In these circumstances and given the limited value of the mid-biennium report, it is proposed to move to a single implementation report that will cover the full biennium.

## Global and ILO developments

### International support for decent work

**26.** The Decent Work Agenda was given a major boost at the High-level Segment of the United Nations' Economic and Social Council (ECOSOC). The Ministerial Declaration also strongly supported fair globalization and resolved to make the goals of full and productive employment and decent work for all a central objective of national and international policies, as well as national development and poverty reduction

<sup>1</sup> GB.297/PFA/1/1.

<sup>2</sup> *ibid.*, paras. 18, 38–40.

<sup>3</sup> *ibid.*, para. 89.

strategies. The Ministerial Declaration also maps out a series of initiatives with governments and other institutions to consider the employment impact of policies and to ensure policy coherence.

**27.** The European Commission issued a communication acknowledging the importance of decent work, as part of the European Union's efforts to promote and share its values and experience. The communication represents an important advance in relations between the European Union and the ILO.

**28.** Links between the European Union and the Decent Work Agenda were further strengthened through the adoption, by the European Council of Ministers, of a set of conclusions on the promotion of decent work in the European Union and throughout the world.

## Decent work decades launched

**29.** Two Regional Meetings were held in Asia and in the Americas regions. The 16th American Regional Meeting of the ILO concluded with an announcement by Governments, Employers and Workers of the start of a decade of promoting decent work in the Americas.

**30.** The 14th Asian Regional Meeting strongly endorsed ECOSOC's Ministerial Declaration of July 2006, and launched the "Asian Decent Work Decade". Tripartite constituents committed to "a concerted and sustained effort to realize decent work" in all Asian countries.

## Key decisions of the Governing Body and the International Labour Conference

**31.** The new Maritime Labour Convention, 2006, was adopted by the 94th (Maritime) Session of the International Labour Conference (February 2006). At its 95th Session (June 2006), the Conference adopted the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Recommendation, 2006 (No. 197), the Employment Relationship Recommendation, 2006 (No. 198) and a resolution concerning asbestos.

## Maritime Labour Convention

**32.** The Maritime Labour Convention, 2006, consolidates and updates 68 existing ILO maritime Conventions and Recommendations adopted since 1920. The new Convention sets out a seafarers' "bill of rights", and includes legally binding standards accompanied by non-mandatory guidelines. The Convention also contains provisions to keep in step with the needs of the industry, and parts of the Convention relating to technical and detailed implementation of obligations can be updated under an accelerated amendment procedure. The Convention will apply to all ships engaged in commercial activities, with the exception of fishing vessels and traditional ships.

## Occupational safety and health

**33.** The new Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Recommendation, 2006 (No. 197) will promote the development of a "preventative safety and health culture" through national occupational safety and health programmes. The measures are based on the ILO's Global Strategy on Occupational Safety and Health adopted by the 2003 International Labour Conference.

## Employment relationship

**34.** The Recommendation on the employment relationship supports the adoption of national policies to establish the existence of employment relationships, distinguish between employed and self-employed workers, combat disguised employment relationships and ensure that standards are applied to all forms of contractual arrangements.

## Asbestos use

**35.** The resolution declares that the elimination of the future use of asbestos and the identification and proper management of asbestos currently in place are the most effective means to protect workers from asbestos exposure and to prevent future asbestos-related diseases and deaths. It also resolves that the ILO's Asbestos Convention, 1986 (No. 162) should not be used to provide a justification for, or endorsement of, the continued use of asbestos.

## Decent Work Country Programmes

36. The establishment of Decent Work Country Programmes (DWCPs) as the main framework for ILO work within countries is taking root, and fully developed framework documents have been signed or agreed upon in all regions. Decent Work Country Programme documents have been finalized in 25 member States (in three member States, a related framework is being used instead of DWCPs) and are being prepared in approximately 40 other member States (as of the end of 2006).

37. In October, the first decent work global management team meeting took place at ILO headquarters, Geneva. The meeting provided a forum for the exchange of experiences and views among senior ILO staff involved in the delivery of decent work at the global, regional and national/local levels. Follow-up actions are now under way.

### Initial observations

38. While the ILO is still in an early stage of implementing DWCPs, some initial observations can be made:

- **Improved consultation between headquarters and the external offices in the regions.** The use of DWCPs has helped the ILO to clearly identify in advance what work it is planning in a given country. The establishment of these priorities and their listing on the Integrated Resource Information System (IRIS) has provided a common frame of reference where information can be accessed at both headquarters and offices in countries. While improvements remain to be made to IRIS, the availability of this specific information is beginning to facilitate greater discussion of planned work
- and provide valuable information for the preparation of the Programme and Budget for 2008–09.
- **More transparent linking of resources to outcomes.** Initial country programme outcomes for 2006–07 have been entered into the ILO IRIS-based strategic management module on implementation planning, which tracks Office-wide regular budget allocations against country programme outcomes. This will allow the ILO to more accurately track the amount of resources spent on any given outcome identified in the programme and budget.
- **Realistic priorities.** The preparation of DWCPs is helping to establish outcomes that are more firmly anchored to the needs and priorities of constituents, and to define more realistic outcomes by focusing on a limited number of priorities.
- **Higher level impacts.** The content of DWCPs is varied, reflecting the diversity of needs, country contexts, and capacities. However, in all countries tripartite participation in all stages of the process has paved the way for issues of decent work and full employment to have an impact on national development agendas and influence dialogue and collaboration with government departments, United Nations development partners and other national stakeholders. The DWCPs have also more clearly focused ILO action on a visible, distinct contribution which, wherever possible, has been incorporated in the United Nations Development Assistance Framework (UNDAF) and linked to larger UNDAF outcomes (see examples below).



## The role of DWCPs in United Nations development efforts

**The United Republic of Tanzania:** As a result of ILO involvement in the Development Partners Group and the United Nations country team, DWCP priorities have been reflected in the UNDAF and joint assistance strategy.

**Mali:** The national development framework and poverty reduction strategy incorporate all four of the strategic objectives on decent work, and youth employment has been singled out as a central priority of government policy.

**Nepal:** As a result of the integration of DWCP outcomes in the UNDAF document, the United Nations country team in Nepal has expressed interest in programme linkages with the ILO.

**Pakistan:** The DWCP is embedded in national development priorities, which has led to greater linkages and partnerships and facilitated local resource mobilization. Both the United Nations Industrial Development Organization and United Nations Population Fund have signed a memorandum of understanding with the ILO Office in Islamabad to support joint action.

**Jordan:** The DWCP – finalized in August 2006 – contributes to the common country assessment, which is currently under preparation, and to the forthcoming UNDAF for 2008–12, which will focus on poverty and employment. Additional funding for the DWCP is being sought from UNDP resources within the framework of the common country assessment/UNDAF for 2008–12.

**Ghana, Nigeria and Liberia:** The development of DWCPs has made the issue of employment more central in socio-economic development in all three countries. This is changing the way the United Nations country team and donors are working. The employment focus in development efforts will have an impact at both country and subregional levels.

**Cambodia, Dominican Republic, El Salvador, India, Indonesia, Mongolia:** Decent work priorities are reflected in the UNDAF documents of these countries.

**Albania, Azerbaijan, Bosnia and Herzegovina, Bulgaria, Jamaica, Kazakhstan, Kyrgyzstan, Republic of Moldova, Peru, Romania, Russian Federation, Suriname, Tajikistan, Trinidad and Tobago, Turkey, Ukraine:** Discussions were held with the United Nations resident coordinators to ensure that the DWCPs are coordinated with United Nations development programmes and contribute to the countries' development strategies.

## Evaluating country programmes: The Philippines

**39.** The first independent evaluation of a country programme took place in the Philippines in 2006 (see GB.297/PFA/2/3) and was an important first effort to assess the ILO's overall effectiveness in a country. The evaluation noted that while the environments in which the ILO seeks to influence policies to promote decent work are becoming increasingly complex, interventions had been technically sound and effective. The report also noted that the country programme had been responsive to constituent priorities, consistent with national development frameworks and relatively well positioned through collaboration with United Nations and other partners.

**40.** However, the many and diverse inputs involved did not necessarily result in clear strategy design and focused outcomes, and did not integrate into one ILO country programming model. Among the primary challenges identified were the need for a greater focus of technical support and greater attention to the capacity building of both constituents and staff, particularly with regard to results-based strategies and management, knowledge management and integrated programme design, monitoring and evaluation systems.

**41.** The Office will use these findings to refine decent work country programming and to explore comprehensive extra-budgetary support to offer an integrated country-level programme.

## Ongoing challenges

**42.** While progress has been made with regard to the development and implementation of DWCPs, certain areas require further consideration and improvement:

- **Including constituents in planning for results.** There is recognition that there needs to be greater involvement of constituents, particularly at the country level. This includes systematizing the full and effective participation of tripartite constituents throughout every stage of the results-based process.
- **Working with available resources.** Programme outcomes require further streamlining and focus so that they can more accurately match available resources. Both the ILO and constituents need to set limited and realistically achievable goals, and to clearly identify resource requirements, particularly from extra-budgetary resources, alongside ILO capacity. To better implement DWCPs, headquarters also needs to increase its financial and technical support.

- **Getting on the larger agenda.** While DWCP priorities are being integrated into “higher level” agendas, more emphasis needs to be given to the incorporation and alignment of DWCPs into UNDAFs. This will require a substantial and sustained effort.
  - **Ensuring consistent quality.** DWCPs are prepared under a range of different contexts and related levels of expertise. Across the ILO, there is a need to ensure consistency in DWCP preparation and qualitative content. Regional DWCP support groups have been established under the authority of each of the regional directors, with the aim of providing a quality assurance framework and mobilizing headquarters support around DWCPs.
  - **Building necessary skills.** Administration of the DWCP process as a results-based management tool is demanding on ILO staff and constituents alike, and this requires an ongoing investment in capacity building and training.
43. Under a new Department for International Development – ILO Partnership Framework Agreement supported by the Government of the Netherlands and the United Kingdom, further improvements are being made to strengthen DWCPs as instruments to apply results-based management. This will involve: (i) assistance for constituents in results-based management and DWCPs, including support to evaluate the programmes and apply evaluation results; and (ii) support to ILO staff to raise the quality of DWCPs, such as the formulation of outcomes and the monitoring of implementation.

## Strategic Objective No. 1:

Promote and realize standards and fundamental principles and rights at work

### 1a.1 Improved implementation of fundamental principles and rights at work

#### Legislation and action plans

**44.** The ILO provided technical assistance to countries to realize the fundamental principles and rights at work, working closely with governments and social partners. Draft legislation was developed in Afghanistan, Botswana, Fiji, Jordan, Kiribati, Lesotho, Malawi, Nigeria, Papua New Guinea, Samoa, Vanuatu and Zambia. In Botswana, the new legislation allows public sector workers to unionize, while new labour legislation in Oman integrates draft elements of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) and child labour Conventions. A draft employment relations bill in Fiji incorporates HIV/AIDS workplace policies. Revisions to the labour law in Jordan, done through a tripartite process, prohibit discrimination against migrant workers and extend to them the right to join trade unions. The ILO provided support in Ecuador, which has finalized revisions to its labour code.

Number of ratifications of ILO Conventions in 2006:

**78**

**45.** In other member States, legislative and policy changes are in progress. The ILO is working with the Government of Namibia to help it identify and address gaps between the

Equal Remuneration Convention, 1951 (No. 100) and its current legislation, and is providing extensive support to Kazakhstan and Ukraine in its drafting of a new labour code. An intensive tripartite consultation in Viet Nam led to the development of a national action plan on decent job creation and training for people with disabilities. National action plans for labour ministry reform are under way in Jamaica and Saint Lucia.

**46.** Significant steps to promote collective bargaining took place through the establishment of occupational safety and health (OSH) and enterprise committees in Morocco, labour-management committees in selected enterprises in Indonesia and industrial relations advisory service departments in selected regions in Viet Nam.

#### Forced labour

**47.** The penal code in Portugal was revised to make the imposition of forced labour a criminal offence, while the Republic of Moldova passed new legislation related to private employment agencies, to combat trafficking. In Paraguay, the Ministry of Labour and Justice established a new labour inspection office in the Chaco region, where forced labour practices affect indigenous peoples. Niger established an inter-ministerial, tripartite-plus commission to combat forced labour and discrimination.

**48.** Brazil saw an increase in the number of workers removed from forced labour who found paid work. The ILO supported the Ministries of Work and Education in extending the "Literacy Brazil" project to workers removed from forced labour. Prevention campaigns took place with workers' organizations in all states, while training programmes and manuals provided to police patrolling roads helped them detect and stop trafficking.

**49.** Bolivia and Peru both developed action plans against forced labour. In Bolivia, draft legislation on wages for rural work was presented to congress and alliances are being built with various institutions to fight forced labour. In Pakistan, work under the ILO-supported national plan of action against bonded labour included capacity building for senior civil servants, the judiciary and religious scholars. Continued support to an inter-agency task force in Viet Nam involved an assessment of law and practice on forced labour.

#### Discrimination

**50.** The ILO continued its work to call attention to, and suggest remedies for, gender inequalities in the labour markets in Stability Pact countries. In the Republic of Moldova and Serbia, the ILO fostered discussion on country employment reports. Sessions related to gender equality in employment were systematically included in all high-level meetings associated with the Bucharest process.

**51.** In Portugal, the ILO assisted constituents to develop a job evaluation method for the restaurant and beverage sectors. The method provides for evaluation free of gender bias and aims to address the undervaluation of certain female-dominated professions.

## 1a.2 Targeted action against child labour

52. Through the International Programme on the Elimination of Child Labour (IPEC), the ILO is assisting member States in making progress on action against child labour. In 2006, there were new interventions in areas such as legislative change (seven member States implemented new legislative action), national plans of action and policies (five member States), the mainstreaming of child labour concerns in development policies (eight member States), data collection on child labour (five member States) and child labour monitoring systems (nine member States).

### Legislation and action plans

Estimated number of children removed or prevented from exploitative work in 2006 (through interventions in 73 member States):

**150,000**

53. The Albanian Parliament ratified the agreement for the protection and assistance of children victims of trafficking, signed between the Government of Albania and the Government of Greece. In Nepal, Parliament reviewed an amendment to the Children's Act designed to address the bondage and trafficking of children.

54. New legislation came into effect in India, banning domestic work and certain other forms of child labour by children under the age of 14. Guatemala and the City of San Pedro de Sula (Honduras) prohibited access to garbage dumps by minors. Guatemala is also adapting national legislation to conform to the Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182).

55. A list of hazardous forms of child labour was approved in Peru, drafted in Zambia and is pending approval in Uruguay and Sri Lanka, where the ILO worked with tripartite partners to assist them in formulating the list. With the support of IPEC, lists of hazardous work for children are being finalized in Bulgaria, the Republic of Moldova, Romania, Kosovo (Serbia) and Ukraine. The issue of child labour was also included in joint inclusion memoranda between the European Union and Romania and Bulgaria.

56. IPEC also supported the launch of national action plans against child labour in Argentina, Ecuador, Egypt, El Salvador and Sri Lanka. Child labour was included in the UNDAF in Bangladesh (national action plan) and as specific UNDAF outputs in the Dominican Republic and El

Salvador. Costa Rica also launched a conditional cash transfer programme with the explicit objective of eliminating child labour.

### Employers' and workers' organizations support the eradication of child labour

57. Employers' organizations are active in Karnataka, India, where they are developing action programmes to combat child labour in the silk industry and in the Philippines, where the Employers Confederation of the Philippines is now adopting child labour-free workplace policies. In Nepal, a code of conduct on child labour and trafficking in children was developed and is being implemented by employers' and workers' organizations.

58. Consultations with workers' organizations in Africa, Asia, and at the global level, have brought forward important issues regarding the role of trade unions in combating child labour in the informal economy, especially child domestic labour, and linked the ILO child labour Conventions to other core ILO standards, especially freedom of association.

59. At the national level, Mexico's two leading workers' organizations have collaborated to form a National Unions' Commission against Child Labour. Through the Trade Union Congress of the Philippines, workers' organizations are monitoring the post-rescue status of children removed through the "Rescue Child Labourers" mechanism. Trade union child labour observatories were established in French-speaking West Africa.

### Highlights

60. Actions to fight child labour are taking place in 88 countries. Through support from IPEC and other sources:

- over 2,000 children from the plantations sector in Sri Lanka and over 1,200 children from tsunami-affected areas were provided with education support. Vocational training support was provided for older children, many of whom are now working in production centres as apprentices;
- strategies are being tested in the Urambo district of the United Republic of Tanzania, targeting children in the agricultural sector, where they are often involved in the most hazardous work;
- in 20 provinces in Turkey, 6,667 working children or children at risk have been withdrawn or prevented from work as of August 2006. Of these children, 4,620 have been

provided with education and training opportunities;

- the ILO is beginning the second phase of a programme to prevent the trafficking of women and girls in the Mekong region;
- in Chile, Colombia, Paraguay and Peru, 2,706 children and adolescents and 1,092 families benefited from the establishment of local networks providing educational opportunities and access to basic health services; and
- over 6,000 children were withdrawn from child labour in Ghana and Nigeria. The socio-economic status of over 600 parents/guardians of ex-child workers was improved through entrepreneurship training and in-kind support (working tools/equipment and materials).

61. The second Global Report on child labour, *The end of child labour: Within reach*, was launched in May. According to the Report, the global number of child labourers has fallen by 11 per cent over the past four years. Over the same period, the number of children in hazardous work decreased by 26 per cent. The Report's contents were further reinforced by the World Day against Child Labour in June. Approximately 43 countries participated in the event, which included activities related to the "Red Card to Child Labour" campaign.

### Access to education for girls in Bangladesh

Many girls in Bangladesh face strong barriers in access to education due to ingrained traditional gender roles that make girls' education a low priority. Whereas schooling for boys is perceived as an investment in their future careers and prospects, for girls, schooling is not deemed important because they likely have no other prospects than early marriage. Several informal occupations, such as battery recycling and tailoring, are known to have a very high incidence of girl child labourers.

Through an IPEC project on child labour in the urban informal economy, 2,448 girls were enrolled in non-formal education and skills training in 2006. Since the project's start in 2002, a total of 44,411 child labourers, including 12,479 girls, have been enrolled.

In 2007, a second phase of the project will aim to develop and demonstrate viable models for the prevention and elimination of child labour in the urban informal economy that could be expanded or replicated to other metropolitan areas.

## 1b.1 Improving the impact of standards

62. The ILO is implementing its strategy, approved in the previous biennium,<sup>4</sup> to improve standards-related work. It has started a process of informal consultation on the strategy's various components, with a view to developing a tripartite consensus.

63. There have been a number of advances related to the Conference Committee on the Application of Standards (2006). These included: the publication of a preliminary list of individual cases (before the beginning of the Conference); a better geographical balance in the selection of these cases; and the use of criteria for cases of progress by the Committee of Experts. The Conference Committee conclusions now more systematically take technical assistance into account, which was mentioned in 14 cases in June 2006. The Committee is also putting a greater emphasis on compliance with reporting obligations.

China ratified Convention No. 111, which will come into effect in January 2007

64. The ILO provided assistance to governments to improve reporting on the application of standards. As a result of technical assistance and tripartite training workshops, the Government of Yemen was able to submit all the reports due for 2006 under article 22 of the ILO Constitution. It is also in the process of establishing a permanent tripartite committee on issues related to international labour standards. For the first time in two decades, the Government of Afghanistan submitted its report on the application of the ILO Conventions in communication with employers' and workers' organizations. Training was also provided to employers' and workers' organizations, enabling them to increase the number of comments made on the application of Conventions.

65. For the first time, the Conference Committee on the Application of Standards included a case of progress among the individual cases examined. The case involved Ireland's application of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) and its involvement of both social partners and people with disabilities in promoting employment for people with disabilities. The Government of Ireland and the ILO have established a joint programme to support governments in Africa and Asia to improve their capacity to implement legislation for people with disabilities.

<sup>4</sup> GB.294/LILS/4 and GB.294/9.

66. In 2006, 325 cases of progress were noted by the Committee of Experts and 34 cases of progress by the Committee on Freedom of Association. Some 518 observations on the application of standards were received from employers' and workers' organizations.

67. Four member States have ratified gender equality Conventions: Bulgaria ratified the Workers with Family Responsibilities Convention, 1981 (No. 156); China ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); the Republic of Moldova ratified the Maternity Protection Convention, 2000 (No. 183); and Vanuatu ratified the Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

### **Syria and Lebanon ratify the Chemicals Convention, 1990 (No. 170)**

In 2006, both Syria and Lebanon ratified the Chemicals Convention, 1990 (No. 170), which aims to protect workers from the harmful effects of chemicals. In Syria, ILO tripartite technical assistance included curriculum development of the Workers' Education Institute and awareness-raising activities. The ILO collaborated with the Arab Institute for Occupational Safety and Health and the International Confederation of Arab Trade Unions to organize training courses on the use, classification and evaluation of chemicals.

In Lebanon, the ILO codes of practice, tools and documents were used for the revision and creation of national legislation and programmes on occupational safety and health. The Convention was ratified due to ILO actions in the field of OSH, which included producing promotional materials, organizing a tripartite meeting to commemorate World Day on Safety and Health and various workshops.

## Strategic Objective No. 2:

Create greater opportunities for women and men to secure decent employment and income

### 2a.1 Employment as central to economic and social policies

#### Policies and strategies

**68.** National employment policies, programmes and strategies were developed in Azerbaijan, the Republic of Moldova, Mozambique, Nicaragua and Senegal. In Mozambique, the ILO and the Ministry of Labour are cooperating to launch the newly adopted Employment and Vocational Training Strategy to social partners.

**69.** The ILO is helping to implement national employment strategies in Zambia, where the Fifth National Development Plan (2006) now includes a new chapter on employment and labour. National action plans and policies are under way in Cape Verde, Lesotho and Mali. Employment and decent work policy issues are being integrated into PRSPs and other national poverty reduction strategies in Burkina Faso, Burundi, Cameroon, Congo, the Democratic Republic of the Congo, Ethiopia, Pakistan, Madagascar and Rwanda.

**70.** A review of employment policies took place in The former Yugoslav Republic of Macedonia and in Montenegro. In Jordan, the ILO financed a national seminar on the revision of the Jordanian Disability Code. Collaboration with other United Nations organizations in Jamaica, Suriname and Trinidad and Tobago is helping to promote the inclusion of decent work in UNDAF plans.

#### Improving labour market analysis

**71.** The ILO launched a new initiative to establish an African Labour Market Information Library Network. In the Americas, a labour market observatory for Central America and the Dominican Republic was established and work continued to create a database to measure and monitor the regional labour market, based on indicators related to the ILO's four strategic objectives. A decent work indicator database was established in Asia and the Pacific, and a recent Gulf Cooperation Council forum developed a number of indicators that will be used to monitor national composition of the labour force within a rights-based framework. In October, the ILO began testing the newest version of the labour market information library in ILO offices in six countries and at headquarters.

**72.** Analytical work on labour market reforms contributed to influencing the policy agenda of the Organisation for Economic Co-operation and

Development and the European Commission, where a chapter on flexicurity was included in its most recent flagship report on employment in Europe. At the national level, an ILO study of labour market intermediaries in the Maghreb countries led to practical advisory work for reforming Algeria's national employment service. In Argentina, Brazil, Paraguay and Uruguay, plans were completed with a view to harmonizing labour market indicators for the subregion.

Number of workers in 2005 who earned less than US\$2 per day: 1.4 billion – *Global employment trends report for 2006*

**73.** The *Global employment trends report for 2006* was launched by the Director-General in Davos during the World Economic Forum. According to the report, the overall global unemployment rate remained unchanged at 6.3 per cent in 2005, after two years of decline.

The report also noted that, among the 1.4 billion working poor, 520 million lived in extreme poverty on less than US\$1 per day.

### 2a.2 Skills and employability policies and programmes for decent work

#### Legislation and policies

**74.** Reviews of employability policies are under way in several member States. In Angola, the Government accepted recommendations of an ILO review of its vocational education training system. A review of vocational education training law in Mongolia is taking place through a tripartite process. The ILO reviewed policies and practices on promoting core employability skills for the working poor (in Cambodia, Thailand and Viet Nam) and for young workers (Philippines). Advice on policy development and legislative drafting was also provided to Afghanistan, Ethiopia, Ghana, Mozambique, Nepal, the Russian Federation and Zambia.

**75.** Cambodia adopted a new national skills development strategy, which conforms to the ILO's Human Resources Development Recommendation, 2004 (No. 195), and Algeria and Suriname ratified the Private Employment Agencies Convention, 1997 (No. 181). Five labour competency standards for the tourism sector were approved for the entire subregion of Central America. Brazil and Colombia developed new training

plans for youth. Pilot projects in Brazil resulted in the integration of gender and race considerations in the National Programme for Professional Qualifications.

**76.** In support of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), the ILO facilitated the development of disability bills in the United Republic of Tanzania and led discussions on the implementation of laws in South Africa, China, Zambia, Malawi and Fiji. In China, a national project advisory group was formed to enhance the effectiveness of laws and policies concerning employment for people with disabilities.

## Skills training

**77.** Initial results of the Training for Economic Empowerment (TREE) programme in Pakistan led to the development of national policies and strategies on community-based training and to its extension to earthquake-affected areas. Lessons from the TREE methodology in both Pakistan and the Philippines are being applied in new projects in two districts in south India, in tsunami-affected communities in Sri Lanka, and in Kazakhstan and Madagascar.

**78.** Other examples of ILO-related training programmes included:

- Timor-Leste, where the Skills Training for Gainful Employment Programme delivered integrated training, enterprise development and access to microfinance to approximately 1,000 people in rural communities;
- in India, 1,160 tsunami-affected people in Tamil Nadu received training (driving, candle-making, computer skills, etc.) to help rebuild their immediate livelihoods; and
- the Walking out of Poverty programme in Fiji, where training provided to 511 people living below the poverty line resulted in 80 per cent of trainees finding formal employment or engaging in income-generating activities. In all, the programme has succeeded in creating income-generating employment opportunities for more than 3,200 people.

**79.** As an extension of an ongoing project in several African countries, the ILO is also adapting tools on women's entrepreneurship to supplement its outreach to women with disabilities.

## Employment services

**80.** Support for the development of employment services took place in both crisis and non-crisis areas. Emergency information and placement services continued to be provided to post-tsunami areas in Aceh Province, Indonesia. In

India, International Trade Union Confederation resources are enabling the ILO and trade unions to collaborate on employable skills training for tsunami-affected women and youth, and are strengthening the capacities of workers' organizations to make sustainable interventions in the informal economy. In Argentina, the ILO is helping the Ministry of Employment to create a network of employment services that will help people find work or improve their existing employment situation. The project has covered 74 municipal employment offices so far.

### Connecting workers and jobs in Afghanistan

Through employment services centres in Afghanistan, over 1,000 people found paid work and thousands more received training or were helped in their search for work in the first half of 2006. The centres have been established through an ILO project funded by the German Ministry of Economic Cooperation and Development. Research shows that 90 per cent of those who find jobs through the centres are still employed six months later, and their average income is more than US\$200 a month. In addition to ongoing advocacy work, the project is now starting to provide information and advice in secondary schools to help students find and prepare themselves for work.

## 2a.3 Youth employment

### Policy support

**81.** The ILO's work on youth employment in 2006 was strengthened by the Governing Body's decision (GB.292/9/3(&Corr.)) to allocate additional resources to the regions for tripartite initiatives of decent work for young people. The ILO supported national action plans and policies, as well as the provision of up to date information on youth employment. A national action plan for youth employment was developed in Ecuador, and plans are under way in Azerbaijan, Burkina Faso, Egypt, Mongolia, Nepal, Sri Lanka and Viet Nam. In Burkina Faso, the ILO worked closely with the Ministry of Youth and Employment and social partners to revise the 2001 National Employment Policy, which will be submitted for approval in November. Plans are under way to integrate this strategy into the PRSP priority action plan. The ILO is providing technical support to governments in southern Africa to formulate youth employment action plans, following the outcome of the Subregional Conference on Youth Employment held in October 2005.



**82.** The *Global employment trends for youth 2006* report was launched at the United Nations Global Youth Leadership Summit in October. The report adds to growing evidence of a global situation in which young people face increasing difficulties when entering the labour force. One of the principal findings is that, due to a global deficit of decent work opportunities, one out of every three young people in the world is either seeking, but unable to find work, has given up the job search entirely or is working but still living below the US\$2 per day poverty line.

## Training and entrepreneurship

**83.** The ILO's Know About Business entrepreneurship training package was introduced in four provinces in Viet Nam, six universities in China and a number of vocational training schools in Oman. The programme is being integrated into the national curriculum in Botswana, Indonesia, the Lao People's Democratic Republic, the Philippines, Sri Lanka and Timor-Leste. The ILO is also piloting Know About Business training in five new countries: Azerbaijan, Lesotho, Nigeria, Senegal and the Syrian Arab Republic.

**84.** In India, under a Norwegian-funded workers' education project, a total of 1,160 tsunami victims, mostly young people, were trained through skills development programmes. Of these, 401 people now have regular employment, while others are using the training to earn income in addition to their main livelihoods. In Jamaica, the Employers' Federation launched the Association of Youth Entrepreneurs to help young people start their own businesses.

**85.** The ILO's increasing visibility as a key player in the area of youth employment was acknowledged when it partnered the World Bank in organizing its "Innovation Day 2006", which was dedicated to an employment forum for disadvantaged young people.

## 2b.1 Employment creation through enterprise development

### Legislation and policy support

**86.** Policy advice on enterprise development focused on removing barriers to enterprise creation and quality employment generation, improving workplace practices and promoting integrated methodologies for local economic development. The continued dissemination of the Promotion of Cooperatives Recommendation, 2002 (No. 193), for the drafting of policy and national legislation, played a role in the formulation of the Regional

Cooperatives Uniform Act for 16 countries in Africa, as well as policies in other regions.

**87.** The development of small and medium enterprise (SME) policies began in Ethiopia and Uganda. The ILO is assisting with the implementation of SME policies in Kenya and the United Republic of Tanzania, and is helping Senegal to execute programmes to reinforce women entrepreneurs. In Bulgaria, Romania and Serbia, the ILO supported the formulation of action plans to put in place adequate financial mechanisms to support self-employment for the unemployed.

## Generating income and jobs

**88.** The training component of the Start and Improve Your Business (SIYB) programme has evolved to become the largest national SIYB programme in the world. The third phase of the programme was launched in China to promote the development of small and medium-sized private businesses. The project is targeting laid-off workers, rural migrants, youth graduates, disabled persons and female migrants working in the entertainment industry. The second phase of SIYB in China has trained a total of 91,290 people between July 2005 and June 2006, creating an estimated 146,000 new jobs. In cooperation with UNDP, the programme is also starting in the northern Caucasus area in the Russian Federation.

**89.** Through the SYNDICOOP programme, the ILO supported the organizing of unprotected workers in the informal economy through cooperative – trade union collaboration in Kenya, Rwanda, South Africa, the United Republic of Tanzania and Uganda. One of the programme's projects, which ended in the spring, established 30 new cooperatives and created approximately 2,800 new jobs in Kenya, Rwanda, the United Republic of Tanzania and Uganda.

**90.** Other projects to foster income development included a Norwegian-funded project in India, which directly assisted 442 women workers in income-generating areas (such as hand-loom weaving and running general stores) and programmes in Argentina to strengthen entrepreneurial frameworks.

## 2b.2 Employment creation through employment-intensive investment approaches

### Policy support

**91.** Employment-intensive investment policies (EIIP) were promoted with international agencies and applied with national partners. Measures included employment impact assessments of investment budgets and training for member States to adapt procurement policies and contracting procedures to increase use of local resources. The aim was to integrate these changes into national development frameworks, such as in Lesotho, where employment-intensive investment approaches have been included in government structures and in its PRSP. The ILO is also collaborating with international financial institutions (World Bank, the Asian Development Bank and the African Development Bank) to integrate EIIP principles into major sectoral investment policies and programmes, such as in Cameroon, Honduras, Nepal and Paraguay.

### Programme development

**92.** Programmes were developed or are in progress in several countries. For example:

- The Ministry of Works and Supply in Zambia introduced employment-intensive approaches in the maintenance of infrastructure.
- Paraguay is designing a programme based on employment-intensive investment methods and is examining changes to regulatory frameworks to facilitate the contracting of small and micro-enterprises.
- In Nicaragua, a labour-intensive employment project has provided work for 3,161 families and improved the capacity of 12 SMEs to qualify for municipal contracts.

- South Africa's Expanded Public Works Programme, which began in 2004, has created 208,000 jobs as of April 2006. The programme also provides technical and life skills training, as well as opportunities for enterprises and women entrepreneurs.

The ILO also provided policy and operational support to India's National Rural Employment Guarantee Programme, including research on gender aspects and on labour policies for rural infrastructure sectors.

**93.** Employment-intensive investment programmes are evident in post-crisis areas. In Iraq, guidelines on optimizing the use of EIIP were developed to assist the National Commission on Employment with its national reconstruction programmes. A major post-tsunami reconstruction programme in Indonesia (Aceh/Nias) is integrating EIIP principles.

**94.** In post-crisis work, the ILO was successful in building strategic partnerships with selected international agencies, such as the Food and Agriculture Organization, the United Nations High Commissioner for Refugees (UNHCR) and UNDP. In the aftermath of recent crises, the ILO has been given leading responsibilities in coordinating livelihood and employment recovery in Liberia, Pakistan and Timor-Leste. In Timor-Leste, a project is providing short-term employment opportunities to internally displaced people and vulnerable groups (with a focus on young people). In Liberia, the Ministry of Public Works designed a three-year National Public Works Programme which will provide about 500,000 person-months of employment. Major projects are ongoing in Somalia, with financial support by the European Union, Denmark, Italy, Norway and the United Kingdom.

## Policies to generate employment in Liberia

Following 14 years of conflict, job creation is a priority in Liberia, where 75 per cent of the population lives below the poverty line of US\$1 per day. A large proportion of the unemployed are young people, who are also often ex-combatants.

With ILO assistance, Liberia has established an employment strategy which draws upon the Strategic Policy Framework of the Global Employment Agenda. As part of one of the strategy's short-term measures, the ILO is supporting the implementation of the Liberia Emergency Employment Programme and a national public works programme. The programme will run from six to 12 months, and will aim to create 70,000 jobs (of an average of six months' duration), particularly for young people.

Emergency and medium-term employment measures have been integrated into the interim PRSP through the inclusion of a "Working out of poverty" chapter, which was prepared by the ILO.

## 2b.3 Decent work through local development: Poverty reduction through local employment and empowerment

### Policies and programmes

**95.** As a result of successful experiences in a recently completed project in Mozambique, the Government of Zambia plans to roll out a new local economic development policy in 2007. Zambia is currently implementing a small-scale community access programme to improve livelihoods through local economic development and to establish a sustainable participatory system for the improvement and maintenance of basic community rural access. Employment promotion is ongoing in Argentina through territorial agreements on employment involving 255 municipalities, and in Bolivia through the creation of municipal units to encourage entrepreneurship.

**96.** The ILO completed the first phase (May 2004 to April 2006) of a joint ILO/Netherlands

project in Yemen. The project played an important role in mobilizing relevant institutions in order to advance women's employment. It made extensive contributions to the national employment strategy, trained 100 media personnel in decent work and gender equality issues, and established coordination mechanisms to institutionalize legislative changes. In Iraq, in association with UNHCR and several international non-governmental organizations, a new tool is being finalized to enhance the capacities of community facilitators on local economic recovery methodologies.

**97.** Partnerships have been formed with external organizations, including UN-HABITAT, UNDP, the World Bank, the Asian Development Bank and the African Development Bank. The ILO's local economic development programme is part of the drafting committee of a multi-agency United Nations effort to coordinate the various local economic development approaches in the United Nations system. In this way, the ILO is positioning itself to take a leadership role in an emerging community of practice among international agencies.

## Use of 2000–01 surplus funds for Strategic Objective No. 2

**98.** The 2000–01 surplus funds facilitated the development of the regional skills network of partner organizations in Asia, and allowed the ILO to complete a study in India to revamp the Ministry of Labour and Employment's National Employment Service. In Somalia, a Local Economic Development and Appropriate Technology Resource Centre was established.

**99.** Funds from the surplus were used to launch a rural youth employment initiative in Africa and to build the capacity of seven European member States to develop national action plans on youth employment. In Bulgaria, Croatia, Hungary, Lithuania and Poland, funds assisted tripartite partners to engage in dialogue on labour market flexicurity options. Tools and recommendations developed through a pilot project in Turkey are now being implemented by the local employment office, which is now considered as one of the most effective in the country.

## Strategic Objective No. 3:

Enhance the coverage and effectiveness of social protection for all

### 3a.1 Improved policies and strategies to extend social protection to all

#### Policies and legislation

**100.** Action towards achieving this outcome emphasized the inclusion of social security priorities and the extension of social security coverage as important components of national development strategies and PRSPs. The preparation of national policies is in progress in Benin, Burkina Faso and India (social security bill). Social protection and risk management are part of Benin's PRSP and are being included in the PRSP for Senegal. In Viet Nam, a new draft social security law was finalized and includes new social security benefits, such as unemployment benefits. In Zambia, the ILO is the lead United Nations agency participating in a government-led advisory group responsible for monitoring the implementation of a social protection strategy in the national development plan.

#### Social security schemes

**101.** ILO advice in designing social security schemes and establishing the legal framework for the extension of social protection has helped to ensure the viability and effectiveness of social security schemes. Various member States, and organizations within them, took steps to develop new social security schemes or extend existing systems:

- Coverage for occupational injury was added to social security coverage in Honduras, which was extended in three rural areas to include an additional 5,500 families.
- In Bahrain, the ILO participated in the design of an unemployment benefit scheme through tripartite consultations and assisted in drafting legislation for the scheme, which will soon be submitted to Parliament.
- Assistance to trade unions in Burkina Faso and Niger enabled them to help informal economy workers organize and create mutual benefits schemes in a range of areas, including health protection.
- In Cambodia, the ILO provided advice on strategic options to extend social health protection to both the formal and informal sectors. A joint policy document for the implementation of social health protection mechanisms in Cambodia was prepared.

- Assistance to Albania enabled it to improve the structure of social insurance benefits and social security statistics, in compliance with the Social Security (Minimum Standards) Convention, 1952 (No. 102).

Social protection schemes are being established in Senegal (for workers in the agricultural and transport sectors), in Zimbabwe (to extend health insurance coverage to all Zimbabweans) and in Lesotho (for public and private sector employees). A project is also under way to create a health insurance scheme for a women's collective organization in Cameroon.

#### **Social security coverage for civil servants in the Lao People's Democratic Republic**

For the past four years, the ILO has been working with the Ministry of Labour and Social Welfare in the Lao People's Democratic Republic to change their social security scheme for civil servants. In addition to assisting with actuarial studies and policy drafting, in 2005 and 2006 the ILO helped to pilot a health insurance scheme. In April, a governmental decree established an improved social security scheme covering approximately 540,000 beneficiaries. The new scheme is more financially sound, and includes improved health-care benefits and new survivor benefits.

### 3a.2 Better instruments and tools for policy analysis and formulation and good governance in social protection

#### Improving social protection schemes

**102.** In several countries, member States used ILO analysis to design new social protection schemes or improve and manage existing ones. In Trinidad and Tobago, the ILO is assisting in the financial evaluation of the social security scheme and providing policy and legislative advice on the extension of social security to self-employed workers. In Malawi, ILO technical comments on amendments to the Workers' Compensation Act were presented to the Government and extensively discussed with social partners and officials from the Ministry of Labour and Vocational Training. An ILO analysis of the

gender dimensions of pension reform was used in Slovakia to draft a new private pension law to ensure that women (with a longer average life expectancy) will not be discriminated against by private pension providers.

**103.** The ILO provided technical advice on maintaining a minimum level of protection in crisis situations. Social security was part of the rapid needs assessment for Lebanon, where the ILO response will cover short- and medium-term social security requirements.

**104.** Actuarial and financial audits were ongoing in Greece, Jordan, Nigeria and Trinidad and Tobago and were completed in Kuwait, Nicaragua and Uruguay. In Trinidad and Tobago, the ILO is working with the National Insurance Board to build national capacity to conduct actuarial evaluations.

## ILO tools

**105.** Several member States in Central and Eastern Europe used an ILO-developed guide for workers and employers serving on the governing boards of social security institutions. The guide's strategies were used by a major trade union confederation in Bosnia and Herzegovina as part of a public education campaign, by pension board members in Bulgaria to establish a demographic reserve fund and as training materials for the newly appointed board of the Albanian Social Insurance Institute.

**106.** Through the pilot phase of the social security inquiry, the ILO is developing an information database on social security. Pilot projects were carried out in over 20 countries, including the training of approximately 300 national statistics officials in Albania, Guinea, Senegal and Sri Lanka.

## 3b.1 Improved labour protection within the formal and informal economy

Over 100 countries participated in World Day for Safety and Health on 28 April

**107.** The ILO developed instruments to provide an overall framework for achieving this outcome and will be promoting them as part of a major drive to improve national occupational safety and health (OSH) systems. The

ILO and social partners actively participated in the development of the Strategic Approach to International Chemicals Management, an international framework for action on chemical haz-

ards, which was adopted in February. The framework underlined the importance of the Chemicals Convention, 1990 (No. 170) and the Prevention of Major Industrial Accidents Convention, 1993 (No. 174). The Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and Recommendation, 2006 (No. 197) was adopted by the 95th Session of the International Labour Conference. In May, the Association of Southeast Asian Nations (ASEAN) Plus Three Labour Ministers Meeting expressed support for the approach embodied in the ILO's global OSH strategy.

## Legislation and policies

**108.** National OSH plans or programmes were adopted in the Lao People's Democratic Republic and Mongolia, launched in China, and approved in Cambodia and Kazakhstan. Viet Nam drafted a national programme that extended coverage to 14 provinces through the establishment of OSH volunteer systems among farmers. Armenia and Tajikistan are in the process of preparing national programmes.

**109.** The drafting and revision of national policies and legislation in conformity with ILO standards is under way in Nigeria (in alignment with the Occupational Safety and Health Convention, 1981 (No. 155)), in Mongolia and Sri Lanka (in alignment with the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)), and in Costa Rica (in alignment with the Maternity Protection Convention, 2000 (No. 183)). Costa Rica is also working on a new law addressing group psychological harassment ("mobbing") in the workplace. A legislative framework for the protection of informal workers is being developed in Thailand, and Uzbekistan is launching a major OSH reform project, based on ILO approaches. OSH profiles were developed in the Dominican Republic, Ethiopia, Guatemala, Kyrgyzstan, Mexico and Seychelles.

**110.** Armenia established its first labour inspection unit in 12 years. In the Russian Federation, the Republic of Karelia is re-establishing its OSH system, and its Ministry of Labour is pilot testing the use of the *ILO guidelines on occupational safety and health management systems* (ILO-OSH 2001) in four selected enterprises in the region.

**111.** Seven member States ratified OSH Conventions: Algeria and the Central African Republic ratified the Occupational Safety and Health Convention, 1981 (No. 155); Algeria and Brazil ratified the Safety and Health in Construction Convention, 1988 (No. 167); the Dominican Republic, Lebanon and the Syrian Arab Republic ratified the Chemicals Convention, 1990 (No. 170); Brazil ratified the Safety and Health in

Mines Convention, 1995 (No. 176); and Argentina ratified the Safety and Health in Agriculture Convention, 2001 (No. 184).

## Tools and training

**112.** As part of a broader effort to expand the Work Improvement in Small Enterprises (WISE) methodology, a new training programme was developed to provide workplace-level technical assistance to companies on working time and was tested in Shanghai, China.

**113.** The database of conditions of work and employment laws was updated to cover legislation in force through 2006 and now contains information on over 100 countries. New publications for 2006 included *Decent working time: New trends, new issues*, as well as a paper on wage fixing in the informal economy in four countries and a working paper on reconciling work and family in Thailand.

### Safer supply chains in Mexico

Following the development of an OSH profile in Mexico, the ILO is providing technical advice on workplace safety and health to 12 supplier companies for a major car manufacturer. Between February and April, a team of experts visited suppliers in Puebla State, most of them enterprises with an average of over 500 employees. The experts made 192 recommendations of varying seriousness. Each enterprise agreed to plans to improve workplace conditions and safety and health management systems. Follow-up visits, further advice and documentation are planned to assess progress in early 2007.

In addition to improving the labour inspectors' knowledge of health and safety issues, which is a common area of weakness, the project is helping the inspectors to take a more advisory role, as opposed to their more traditional disciplinary one.

## 3b.2 Tripartite action on labour migration

### International developments

**114.** The non-binding rights-based Multilateral Framework on Labour Migration – the major component of the ILO plan of action of the resolution on migrant workers adopted by the International Labour Conference, 2004 – was noted and authorized for publication by the March 2006 Governing Body. The ILO is now promoting the Framework in member States, international and regional organizations, and civil society.

**115.** The ILO contributed substantially to the ECOSOC adoption of a formal opinion on the integration of migrant workers in September 2006. This will influence both national and European Union policy formulation and implementation. In Asia, civil society and trade unions have launched an initiative to develop an ASEAN framework for labour migration modelled on the ILO multilateral framework. ILO labour migration conferences in Brussels and in Rabat resulted in agreements on concerted tripartite cooperation between the Maghreb countries, West Africa and Europe on regulating labour migration.

### National action

**116.** ILO action on labour migration covered over 30 countries across Africa, Asia, Europe and the Middle East. ILO advice contributed to revising draft legislation on labour migration and protection of migrant workers in the Lao People's Democratic Republic, the Republic of Moldova, Mongolia and Viet Nam. In Indonesia, a special inter-ministerial authority is being created to implement a detailed action plan to boost migrant worker protection. In Jordan, the Minister of Labour decided to establish a migration department based on ILO advice. The ILO provided policy advice for a new contract adopted in Kuwait that allows domestic workers to transfer their work permits to other sponsoring employers. Lebanon established a steering committee on women migrant domestic workers led by the Ministry of Labour with support from the ILO. The Committee drafted a national action plan for better protection of migrant women domestic workers.

**117.** Targeted employment, vocational training and microcredit measures have contributed to reducing labour trafficking in Albania, the Republic of Moldova and Ukraine. Nationwide discrimination practice testing has been completed in France and Sweden, utilizing the ILO methodology that is currently being considered as a model for application across the European Union. These ILO studies will be used to improve legislation and the effectiveness of government and social partner measures to reduce discrimination and enhance integration of workers of immigrant origin.

**118.** The second phase of an ILO-UNHCR project began in Afghanistan on improving government capacity for the return, reintegration and protection of Afghan workers. Afghanistan and UNHCR are using ILO studies in the Islamic Republic of Iran and Pakistan to manage repatriation of Afghan refugees and to explore temporary labour migration programmes with neighbouring countries.

### 3b.3 National plans for combating HIV/AIDS in the world of work

#### Policies and programmes

**119.** Through technical cooperation in over 60 countries, the ILO assisted enterprises and sectors with policy and programme development, and capacity building. The first wave of the United States Department of Labor-funded HIV/AIDS Workplace Education Programme is nearing completion and impact surveys in Belize, Benin, Ghana and Togo reveal positive changes at the individual, workplace and national levels. These include reduction of risk behaviours and the adoption of tripartite national policies on HIV/AIDS. As part of the project, the ILO published *Saving lives, protecting jobs*, which documents strategic HIV/AIDS responses by enterprises in over 20 countries.

**120.** Through an ILO/UNAIDS meeting on AIDS and the world of work in Latin America and the Caribbean, tripartite constituents adopted a proposal for follow-up that commits them to strengthening action on HIV/AIDS through the workplace. The ILO is collaborating with the African Union to help draft workplace policies.

**121.** National policies to address HIV/AIDS were developed in Ghana and Nigeria, and are awaiting final adoption in Ethiopia. In Ghana, the National Chamber of Mines developed an

HIV/AIDS policy based on the ILO code of practice. In Ecuador, a ministerial agreement on HIV/AIDS in the world of work includes a provision prohibiting dismissals based on HIV/AIDS status.

**122.** Employers and workers were active in establishing workplace programmes. Through the Workplace Education Programme in Cambodia, 11 enterprises developed workplace HIV/AIDS policies. The programme is directly targeting over 8,400 workers to benefit from a prevention and referral system providing services in the workplace. Workplace policies were adopted by workers' organizations in India, such as Hind Mazdoor Sabha and the Indian National Trade Union Congress, and in Nigeria, through the Nigeria Labour Congress.

#### Use of 2000–01 surplus funds for Strategic Objective No. 3

**123.** Funds from the 2000–01 surplus contributed to the creation of an inter-trade union social security web site in Paraguay and in Colombia to a diagnostic study on the Commission of Coordination of Salaries and Labour Policies. Funds were used in Argentina to expand coverage of its unemployment insurance system and to promote a system of collective bargaining to improve income distribution and reduce the gender gap. The African Union Commission adopted a draft policy on HIV/AIDS prepared in collaboration with the ILO.

## Strategic Objective No. 4:

Strengthen tripartism and social dialogue

### 4a.1 Employers' and workers' organizations are more valuable to their membership and to potential members

#### Employers' organizations

**124.** Work in this area built on in-depth dialogue and partnership with employers' organizations and supported them in developing direct services to help attract and retain membership. The Federation of Kenyan Employers established inter-firm linkages between SMEs and large firms, and in the Republic of Moldova a new employers' organization was established for the agricultural sector to provide services to combat child labour. The Indonesian Employers' Association developed a database with specific information on women entrepreneurs and adopted a three-tiered approach to promoting women's entrepreneurship development through skills upgrading and facilitating access to credit.

**125.** The ILO provided advisory services and supported knowledge-sharing networks between employers' organizations. For instance, a network among Pacific employers' organizations was formed to promote cooperation and assistance from more advanced organizations. Advisory services were provided to employers' organizations in the Syrian Arab Republic, to help them promote an entrepreneurship culture and develop private sector enterprises.

#### Planning for women's entrepreneurship in Africa

Employers' organizations can play an important role in supporting women's entrepreneurship. In Zambia, the ILO, the International Organisation of Employers and the Pan-African Employers' Confederation brought together 16 national employers' organizations in the region to share their experiences in promoting women's entrepreneurship, gender mainstreaming, and serving the needs of micro and small-scale enterprises. Each of the employers' organizations prepared draft action plans to support women's entrepreneurship and most are now engaged in specific follow-up actions. For instance, the Mauritius Employers' Federation initiated a mentoring programme and the Zambia Federation of Employers began a membership drive to bring its services to the attention of a wider range of women entrepreneurs.

#### Workers' organizations

**126.** In different regions, several workers' organizations have been strengthened by consolidating and increasing their membership. Mergers and cooperation among many national trade unions and international trade union organizations have resulted in increased influence in collective bargaining processes and have also had a greater impact on campaigns organized by unions. Workers' organizations regrouped to form larger, consolidated organizations or collaborated together in Benin, Burkina Faso, Cameroon and Togo. The ILO also supported the unification processes related to the founding of the new International Trade Union Confederation in November 2006, which will improve representation at both global and regional levels.

**127.** In Cambodia, workers' organizations were assisted to consolidate and further increase membership in the apparel industry and in Viet Nam to increase their membership in private enterprises. Through a project targeting workers' education and rural women in India, paid membership of partner workers' organizations increased by 20,046 between January and June 2006. Approximately half of the total new members are enrolled in social protection programmes through the workers' organization.



## Support for migrant workers in Russia

In response to serious violations of the rights of Tajik migrant workers in the Russian Federation, workers' organizations in Tajikistan and the Russian Federation joined forces to protect the workers. This included developing their own strategies and policies, improving their recruitment capacity and raising awareness among other trade union leaders and activists. Construction workers' unions of the Russian Federation and Tajikistan developed a joint programme and signed an agreement to protect migrant union members on an equal basis with the local workforce. The workers' organizations established three training centres for members in Tajikistan, offering pre-departure consultations to workers. More than 3,500 migrant workers have joined the Russian trade union.

## 4a.2 Social partners influence socio-economic and governance policies

### Participation in policy-making

**128.** To assist employers' organizations to more effectively influence governance processes, the ILO worked with them to develop skills, build strategies and strengthen their knowledge. With ILO assistance, employers' organizations in Ghana and Malawi developed or adopted codes of practice for the plantation sector that are now accepted by several enterprises in each country. The ILO is also assisting the Employers Confederation of the Philippines to play a more central role in the National Policy Forum on Youth Employment, particularly in areas of industry concern, such as education, training and skills development.

**129.** One of the main aims of the ILO's "Poverty Programme" was to reinforce the capacities of workers' organizations to participate effectively in national poverty reduction strategies (PRSPs) and enter into policy dialogue with the international financial institutions that intervene in their countries. Activities to foster workers' involvement in PRSP and other national development processes are ongoing in Cameroon, Congo, the Democratic Republic of the Congo, Rwanda and Zambia. Workers' organizations provided (or are providing) inputs into PRSPs in Benin, Burkina Faso and Pakistan.

**130.** Workers' organizations assisted with labour law reform in Cambodia, Fiji, Indonesia, the Republic of Korea, the Lao People's Democratic Republic and Viet Nam. In Cambodia, workers'

organizations prepared a proposal as part of a collective agreement process for the apparel industry. The ILO supported workers' organizations in Togo in negotiating an agreement with employers and the Government on working conditions. Workers' organizations in Burkina Faso are also involved in the process to formulate a national employment policy.

## 4b.1 Strengthening the social dimension of regional integration

**131.** The ILO's actions focused on seven regional groupings: five in Africa, and one each in the Caribbean and the Pacific. In Africa, work involved establishing social dialogue institutions and processes, as well as providing technical advice on legislative and policy measures, to make progress in regional integration issues in West Africa. In the Caribbean, a project is being established to help harmonize industrial relations legislation. This process will engage tripartite social partners in 13 member States. All six Pacific ILO member States are undertaking processes of legislative reform to address labour market issues of common concern. The ILO is supporting this through knowledge sharing on an intra-regional basis.

**132.** Through the Promotion of Social Dialogue in French-Speaking Africa project, work also began with the tripartite constituents in a number of regional groupings throughout Central and West Africa. The tripartite partners of the Great Lakes countries and the executive secretary of the Economic Community of Great Lakes Countries are moving toward the establishment of mechanisms for social dialogue in that regional grouping.

**133.** The Central African Economic and Monetary Community adopted a regulation regarding the function and composition of a tripartite subregional committee on social dialogue. The ILO is also supporting the establishment of a social dialogue committee in the West African Economic and Monetary Union.

**134.** Legal advice on labour law reform was provided to the Organization for the Harmonization of Business Law Reform in Africa (OHADA), and technical inputs were provided on the Economic Community of West African States trafficking protocol.

## 4b.2 Improving governance

**135.** Requests for advice on labour law reform increased in 2006, with the ILO providing advice to approximately 30 member States and one African regional grouping (OHADA). Social partners were included in the process of drafting labour legislation in all cases. These included:

- Republic of Moldova: Adoption of a law on tripartite social dialogue based on ILO advice;
- Peru: Approval of a new labour inspection law;
- Nepal: Amendment to the Civil Service Act to include provisions related to the trade union rights of civil servants;
- Brazil: Creation of the National Council on Labour Relations, which represents clear progress in the institutionalization of social dialogue;
- Jordan: ILO training of tripartite constituents in labour law guidelines; and
- Africa region: training of 45 court judges from 13 African countries on the application of labour standards, improved national laws and the ILO's 2002 code of practice on HIV/AIDS.

**136.** Technical assistance was provided in 18 countries to help modernize labour ministries and to build the capacity of officials. Labour administration audits were completed in Dominica, Egypt, Indonesia, Malawi, Sudan and Zambia. Following reviews of labour inspectorates in Malawi and Zambia, the Ministries of Labour developed plans to implement ILO audit recommendations. In Indonesia, the implementation of audit recommendations was discussed in the context of a national tripartite dialogue.

**137.** A programme of capacity building on labour administration, collective bargaining and social dialogue issues in Jordan is ongoing, and has been extended to Bahrain and Oman. In Brazil, the President publicly acknowledged the importance of ILO support in helping it adopt new measures to strengthen social dialogue and create the tripartite National Council of Labour Relations. The constituents in Indonesia and Viet Nam built capacity on labour administration, informal economy, public employment services, labour inspection and collective bargaining. In the Americas, activities were undertaken to strengthen social dialogue structures in Argentina, Brazil, Ecuador, Mexico and Peru.

**138.** Major research activities were launched in 2006, addressing industrial relations trends and gender representation in social dialogue institutions. A new extra-budgetary programme, "Better Work", was developed, which represents an important partnership with the International Finance

Corporation, the private sector arm of the World Bank.

**139.** Four member States ratified related Conventions: Bosnia and Herzegovina ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144); the Central African Republic ratified the Tripartite Consultation (International Labour Standards Convention, 1976 (No. 144) and the Labour Administration Convention, 1978 (No. 150); El Salvador ratified the Labour Relations (Public Service) Convention, 1978 (No. 151); and Slovenia ratified the Collective Bargaining Convention, 1981 (No. 154). The Republic of Moldova has almost completed the ratification process for the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144).

## 4c.1 Improved labour and social outcome in specific sectors

### Action programmes

Number of sectoral Conventions ratified in 2006:  
**18**

**140.** New action programmes began for the health services, public service and telecommunications sectors, while work continued for action programmes started in 2004–05. As a result of

the programmes' success, some countries (such as Egypt and Tunisia for the textiles, clothing and footwear programme and Brazil for the education programme) have requested to be included in these programmes. In Egypt, work on the action programme for the hotels, catering and tourism sector initiated a high-level, tripartite debate on the reshaping of the recently established national training fund, to address that sector's needs. In some cases the sectoral social dialogue forums created have been institutionalized, such as with the construction programme in Brazil.

### Maritime Labour Convention adopted

**141.** In February, the 94th (Maritime) Session of the International Labour Conference adopted the Maritime Labour Convention, 2006. The Convention consolidates and updates 37 of the existing ILO maritime labour Conventions and the 31 related Recommendations that have been adopted since 1920. The design of the Convention allows provisions to be kept up to date and is intended to secure universal application and enforcement. The support shown for the Convention reflects

the lengthy and comprehensive tripartite consultations that began in 2001.

### Highlights of sectoral work

- A new code of practice on safety and health in underground coalmines was adopted by a Meeting of Experts on Safety and Health in Coal Mines (8–13 May 2006).
- The International Maritime Organization decided to incorporate some of the safety and health in shipbreaking guidelines into its new draft Convention on Ship Recycling.
- The action programme on decent work in agriculture contributed to the adoption of revised safety and health legislation in Barbados and Uganda and provided enterprise-level training for safety managers and workers' safety representatives in Costa Rica and Guatemala. In Kyrgyzstan, the social partners carried out 460 Work Improvement in Neighbourhood Development (WIND) training seminars in rural communities, and began setting up tripartite committees at the regional and local levels to discuss the challenges facing the agricultural sector.
- In Indonesia, the Ministry of Manpower is applying the findings of an ILO study on the condition of women workers in the cigarette industry.

**142.** The Joint ILO/UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel approved findings and recommendations related to the moni-

toring and promotion of the 1966 and 1997 Recommendations concerning teachers. Tripartite meetings adopted conclusions related to the cross-border mobility of international drivers and the use of retail technologies, which will guide ILO work. The ILO produced a number of research papers, manuals and other tools, such as a DVD on shipbreaking.

### Use of 2000–01 funds for Strategic Objective No. 4

**143.** Funds from the 2000–01 surplus were used for follow-up action to the international maritime Convention. Funds also contributed to the creation of a regional “think tank” to promote the private sector in Africa and to the development of a training manual for trade unions in nine African countries on organizing in the informal economy. In Mexico, the ILO completed a comprehensive diagnosis of local conciliation and arbitration councils. The Labour Ministry and councils are now using the study to upgrade internal proceedings, without having to use long and costly legal reforms. In the occupied Palestinian territory, funds allowed the Palestinian General Federation of Trade Unions to establish a database and a network (in progress) to link its branch offices and allow for greater exchange of information.

## Mainstreamed strategies

**144.** The five mainstreamed strategies reinforce the integrated nature of decent work and foster cross-cutting work throughout the ILO. These strategies are reflected under the outcomes and operational objectives developed for the four strategic objectives.

**145.** The mainstreamed strategy, “Greater influence of international labour standards in development” is reflected under Strategic Objective No. 1, which focuses on improving standards and fundamental principles and rights in all areas of ILO work.

**146.** Likewise, the strategy “Expanding the influence of social partners, social dialogue and tripartism”, is a focus of Strategic Objective No. 4, which reflects the ILO’s commitment to improving social dialogue and tripartism.

**147.** The following section provides a brief synopsis of the remaining three mainstreamed strategies: “Advancing gender equality”, “A fair globalization” and “Working out of poverty”.

### Advancing gender equality

**148.** The ILO continued to promote tools and training to address gender-related issues. In Pakistan, the ILO trained gender audit facilitators in government, employers’ and workers’ organizations. Within the Office, the DWCP guidebook was redrafted to reflect gender perspectives and the ILO is producing staff guidelines on gender budgeting.

**149.** Enhancing the long-term employability of women in the informal economy is a particular focus. In India, Nepal, Pakistan and Sri Lanka, projects combined vocational, life skills and leadership training to enable women in the informal economy to adjust their livelihood quickly according to market changes. Work to eliminate trafficking and forced labour in domestic workers and migrant domestic workers continued in Hong Kong, Indonesia, Malaysia, the Philippines and Singapore.

**150.** Achieving equal representation for women and men in ILO meetings, seminars and training sessions remained a challenge in 2006. This was noted with concern by the Credentials Committees at the International Labour Conference, where 15 per cent of delegates and 24 per cent of advisers were women, and at the 14th Asian Regional Meeting, where 16 per cent of delegates and 32 per cent of advisers were women. For all ILO meetings recorded until September 19, women, as senior officials, made up:

- 31 per cent of participants from governments;
- 23 per cent of participants from employers’ organizations; and
- 24 per cent of workers’ organizations.

**151.** Overall, the percentage of women attending all ILO meetings, seminars and training was 56 per cent. While there are many external factors contributing to this, these statistics underline the importance of advancing gender equality in the ILO’s work. The higher overall participation levels will help to lay the foundation to develop a more equal representation in constituent bodies for the future.

**152.** Use of 2000–01 surplus funds allowed for the creation of the Gender Equality Partnership Fund, under which 14 projects were implemented from 2003 to 2006. The ILO supported the integration of the gender dimension in the decent work pilot programmes in Morocco; promoted women’s entrepreneurship in the Islamic Republic of Iran; built capacity on gender issues for tripartite constituents in China, Rwanda and Yemen; reinforced the gender, poverty and employment programme in Latin America; and made considerable progress in developing national gender equality strategies in Indonesia and a number of Eastern European countries.

### A fair globalization

**153.** Work in this area fell primarily under three categories: (i) integrated policies to address globalization; (ii) promotion of decent work in global production systems; and (iii) greater policy coherence. The ILO is involved in an ongoing initiative with other international agencies to promote cohesion between respective agency policies. At the national level, work is being carried out in several countries on the promotion of macroeconomic policies, investment and decent work; the relationship between labour market institutions, decent work and economic outcomes; global production systems; and poverty, informality and gender.

**154.** The ILO prepared background papers for the ECOSOC High-level Segment in July, which led to the adoption of a resolution on productive employment and decent work. It also completed a cross-country analysis of institutions and the informal economy, and created a worldwide database which will enable 90 countries to monitor trends in decent work. An inter-ministerial working group on the informal economy was established in Ghana.

**155.** Through national and regional seminars, the ILO also provided opportunities for policy dialogue between representatives of international financial institutions and ILO constituents, to discuss concerns related to national and global governance. Support continued to the global labour university project, a network of universities and workers' organizations coordinated by the ILO to advance policies for fairer globalization.

**156.** One new area of work is the emerging social and labour implications of currently unsustainable production and consumption patterns and the effect of climate change on decent work. This includes the potential for decent jobs arising from new technologies.

## Working out of poverty

**157.** A review of DWCPs in 2006 shows that many are addressing and linking up with national poverty reduction strategies, mainly through employment, and also through issues related to women, children and youth, as well as HIV/AIDS and labour market information. In the United Republic of Tanzania, for instance, the DWCP has been fully integrated with its PRS and the UN-DAF.

**158.** Examples of measures to fight poverty through employment were present in all of the ILO's strategic objectives:

- In Strategic Objective No. 1, through IPEC projects to help lift children out of the poverty associated with child labour.
- In Strategic Objective No. 2, by fostering employment creation and training that contributes to greater productivity and better-paid work.
- In Strategic Objective No. 3, where the ILO supported governments in developing and improving social protection schemes to extend coverage.
- In Strategic Objective No. 4, by assisting employers' organizations to support women entrepreneurs and workers' organizations to reach out to the informal economy.

**159.** The ILO also promoted the role of employment in poverty reduction at national and international levels, and encouraged tripartite participation in PRSPs. Knowledge building is part of this strategy, as evidenced through the programmes aiming to improve the research capacities of workers' organizations. The ILO helped mobilize the involvement of workers' organizations through the International Trade Union Confederation's "Global Call to Action against Poverty" campaign.

## InFocus Initiatives

**160.** InFocus Initiatives are a means to concentrate and coordinate approaches across the ILO, engaging a number of operational units. The three initiatives below reflect important needs and opportunities, and respond to constituent priorities.

### Informal economy

**161.** The priority areas for this initiative are: (1) identifying good practices for upgrading the informal economy and facilitating its transition to formality across the range of decent work objectives; (2) better understanding the dynamics of formality and informality and the changing patterns of the informal economy; (3) supporting country-level initiatives within the framework of DWCPs; and (4) reviewing organizational strategies by employers' and workers' organizations since the 2002 resolution on tripartism and social dialogue.

**162.** Work is ongoing to review and assess existing ILO tools, with a view to evaluating their effectiveness for upgrading the informal economy and promoting their broader application. New tools will be developed to fill any identified gaps.

### Corporate social responsibility

**163.** The promotion of corporate social responsibility enhances the ILO's continued efforts to advance the principles laid down in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. Work under this initiative involved disseminating knowledge through papers and publications, developing and providing training and identifying best practices. A few examples from recent initiatives include:

- development of a training manual for company managers, employers' organizations and trade unions under the "Sustainable Development through the Global Compact" project for putting in practice the principles of the Tripartite Declaration of Principles concerning Multinational Enterprises and

Social Policy. The materials will be tested starting in January 2007;

- a series of awareness-raising and training modules implemented primarily at the country level to promote the application of corporate social responsibility; and
- ongoing research and development of programmes to improve working conditions and productivity in global supply chains in developing countries, such as the current action programme in the textile and clothing industry in Morocco.

**164.** Dialogue with other international organizations and initiatives related to corporate social responsibility are ongoing. A coordination group has been set up to facilitate communication and to stimulate in-house discussion on this subject.

### Export processing zones

**165.** The ILO is developing an internal web site and an updated public database, and is completing profiles of companies in export processing zones in various industries to determine the impact of export processing zones on employment and conditions of work. The ILO is also working on elaborating good practices and developing operational national models on how to apply fundamental principles and rights in these zones.

**166.** Planning is under way for three national round tables and a variety of studies. Studies will examine issues related to export processing zones, such as freedom of association, the situation of workers, and the benefits and difficulties arising from multinational enterprise operations in terms of employment, working conditions and industrial relations mechanisms.

**167.** The ILO provided training to industrial relations and ministry of labour officials on the promotion of social dialogue in enterprises in export processing zones and continued its support to initiatives by workers' organizations.

## Institutional capabilities

### Extending partnerships

**168.** Building on the decision of the 2005 World Summit (September) to place employment and decent work at the centre of the global development agenda, the ILO worked to further develop and operationalize this political commitment within the United Nations system. Work therefore focused on Office-wide efforts to achieve a meaningful outcome to the ECOSOC 2006 High-level Segment (July), which discussed the theme of "Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development". This included extensive contacts with the Permanent Missions of member States in New York and Geneva and close interaction with the United Nations secretariat.

**169.** The ECOSOC Ministerial Declaration is the first major United Nations text since the World Summit of September 2005 and is a major achievement for the ILO, endorsing the Decent Work Agenda and acknowledging the many linkages between decent work and United Nations development activities.

**170.** The Declaration commits the entire United Nations system to pursuing employment and decent work dimensions in their programmes and activities, including those related to achieving the Millennium Development Goals. This gives the ILO a mandate to play a leading role to promote United Nations system-wide action in this area, including at the national level.

### Strengthening statistical capacity

**171.** From January to September 2006, the number of core statistical series in the ILO statistical web site, LABORSTA, increased by 3 per cent. A new household income and expenditure database was released, representing an additional 2 per cent increase in statistical series. The ILO also cooperated with workers' organizations on a project aimed at promoting internet-based statistical data on wage development.

**172.** Technical assistance for statistical capacity building was provided to nine countries in the Africa region, two countries in Latin America and the Caribbean, two countries in Asia and two countries in Europe. Workshops and training in labour statistics were organized in Africa, Asia and the Caribbean subregion.

**173.** Further conceptual and methodological work took place to update the International Stan-

dard Classification of Occupations and develop new guidelines on the measurement of working time and statistics of labour underutilization and employment quality. An ILO-prepared chapter on measuring employment in the tourism industry will be included, for the first time, in the revised version of the United Nations Statistics Division/World Tourism Organization "Recommendations on Tourism Statistics".

### Strengthened knowledge and information development

**174.** A priority for 2006 was to ensure reliable long-term access to ILO electronic publications already published on the Internet. This will continue into 2007, when the focus will again be on digitizing ILO print publications. Key ILO print publications on the three InFocus initiatives will be available for free download through LABORDOC by the end of 2006.

**175.** A technical solution to integrate local ILO bibliographic databases into LABORDOC is under development. Workshops for information specialists in the Asian and European regions were held to provide them with the requisite technical competencies. To date, three information centres use LABORDOC as their database, and six more have begun to transfer their records.

**176.** The Research and Publications Committee is continuing its review, and will present its recommendations on the development of a comprehensive research strategy and mechanisms to publish fewer, but higher quality, titles. The strategy should be implemented in early 2007.

### Strengthening communications strategies for promoting decent work

**177.** The ILO negotiated, and in some cases expanded, a number of key partnerships with major professional broadcast associations in different regions (such as the Asian Broadcasting Union) and other broadcasting outlets (such as MTV). The progressive installation of professional in-house production and editing equipment has dramatically increased the ILO's capacity to produce a range of finished products suitable for professional broadcasters.

In 2006, the ILO received the prestigious CNN World Report award for the *Best Business Report* for a news feature related to flexicurity

**178.** There was a steady increase in the number of press and media launches, including a substantial increase in the number of opinion editorials published. In comparison to the same period in 2005, the number of press clippings mentioning the ILO increased by approximately 30 per cent.

**179.** The implementation of the Web Content Management System (WCMS) is continuing with much of the technical platform already complete and operational. A number of specific and unforeseen programming issues, related mostly to system compatibility, had to be resolved. While some minor problems persist, the overall implementation remains largely on track.

## International Training Centre of the ILO, Turin

**180.** The International Training Centre of the ILO (Turin Centre) offered approximately 420 standard courses and customized learning programmes to 11,000 participants. The Centre began to develop new interdisciplinary training packages and programmes on corporate social responsibility, migration, (non-) discrimination, and mainstreaming social dialogue and tripartism. There was also a marked increase in the size and scope of cooperation between the Centre and the European Union.

**181.** The Centre formulated a new development plan for 2007–11 and an associated investment programme. The development plan draws heavily

on the ILO's Decent Work Agenda, the Global Employment Agenda and the follow-up to the conclusions and recommendations of the World Commission on the Social Dimension of Globalization.

## International Institute for Labour Studies

**182.** The International Institute for Labour Studies (IILS) initiated research on a number of aspects related to decent work in the development and governance of the global economy. Several papers were drafted or are in progress, and a number of publications were issued. Workshops were organized within this framework. The first IILS research conference was held in November in Geneva.

Nominations were accepted for the first "ILO Decent Work Research Prize", which will be awarded in 2007

**183.** In addition to its yearly "International internship course on labour and social policies for decent work", the IILS organized various decent work research seminars and several policy dialogue events in Geneva and

elsewhere. Collaboration continued with the Bureau for Workers' Activities on the global union research network and the global labour university, and with the Bureau for Employers' Activities on the development of a network of research institutions linked to employer organizations.

**184.** The first "ILO Decent Work Research Prize" was created and will be awarded at the International Labour Conference in June 2007. The prize will recognize an individual for their outstanding contribution to the advancement of knowledge on concerns central to the ILO.



## Governance, support and management

**185.** A range of internal services support the ILO in implementing decent work policies and programmes. These functions affect all parts of the Office. Most functions are grouped under the Management and Administration Sector (MAS), established in 2004 to promote greater efficiency and coherence.

**186.** In 2006, an internal, ILO-wide survey was completed to determine satisfaction levels with the governance, support and management services provided. The survey's results will be used as a baseline to monitor progress; another survey is planned for 2007.

**187.** All units represented under this section participated in the development of a more cohesive, shared strategy and indicators for the Programme and Budget for 2008–09.

### Improving accountability

#### Integrated Resource Information System

**188.** The Integrated Resource Information System (IRIS) played an increasing role in results-based management, planning and accountability. With the participation of all ILO units, the system was used to gather detailed information on expected performance and budgets for the 2008–09 programme and budget. This process included a peer review of substantive proposals and an operational review of human resources and financial components. All information and data for these reviews was available through IRIS.

**189.** The IRIS system's capacity for country programming was established at headquarters and in offices in the regions. In the large majority of cases, the logical frameworks of country programmes have been entered into the system and resources have been linked to these programmes by offices in the regions and headquarters technical units.

#### Independent evaluation of ILO work

**190.** The quality control of independent evaluations placed a particular emphasis on adherence to the ILO's new evaluation policy, particularly with regard to issues related to credibility, transparency and independence. A network of evaluation focal persons was put in place to guarantee the independence of the evaluation process in decentralized evaluation activities. In September,

the Office created an internal Evaluation Advisory Committee, with a view to ensuring that the recommendations and lessons learned from evaluations are adequately followed up, used and implemented.

### Auditing of ILO operations

**191.** The ILO began to use a new framework – the Control Framework of the Committee of the Sponsoring Organizations of the Treadway Commission – as the basis for its audits. The framework is accepted as an international best practice in this area. Four audits were completed and others are in progress. The ILO is also undertaking ongoing investigations and has completed an audit needs assessment to establish priority areas of work. Representatives of the Office of Internal Audit and Oversight also facilitated the work of the selection panel for external auditors, to help ensure a transparent and independent hiring process.

### Managing human and financial resources

#### Human resources management

**192.** The Office began the implementation of the HR Strategy 2006–09, which represents the framework for the management of its human resources. Among the results achieved in 2006, the Office:

- reduced the average time taken to complete the competition process to 130 days;
- increased the share of women in senior positions to 31 per cent, up from 29 per cent at the end of 2005;
- regraded six P5 level positions to the P4 level;
- undertook a number of preparatory steps for the introduction of the revised staff performance management system, including an assessment of the adequacy of the existing competency framework and a review of the respective roles of senior management, the Reports Board, supervisors, and staff at headquarters and in offices in the regions; and
- re-established the mediator's office, through the recruitment of a mediator and the selection and training of new facilitators in headquarters and in the offices in the regions. Services were provided to both managers and staff in an effort to prevent and resolve conflicts informally.

**193.** The Office also undertook an independent evaluation of the Management Leadership and Development Programme, which is the primary mechanism to equip ILO managers and supervisors to operate within a results-based framework. The evaluation is serving as a basis for the modification of the programme.

## Ensuring quality technical cooperation

**194.** The ILO introduced an improved policy and procedure for appraising the relevance and quality of proposals for extra-budgetary funding. This includes assessing the relevance of individual proposals to DWCP priorities identified in each country. The IRIS system is now being used to ensure proper quality control of proposals before they are submitted to donors for funding. All technical cooperation projects are also being tracked through the IRIS system with respect to their contribution to ILO strategic framework outcomes. New guidelines on evaluation of technical cooperation have been elaborated and are being applied.

## Financial management

**195.** The ILO obtained an unqualified external audit opinion for 2004–05. Following the decision by the Governing Body at its 297th Session (November 2006) to adopt international public sector accounting standards, the ILO is moving forward with preparations to introduce these standards by January 2010. The Office continues to work closely with the United Nations and its specialized agencies on the interpretation of these standards and the determination of their impact on the ILO's financial policies, practices, regulations and rules. Work is on schedule to ensure that the planned implementation date will be achieved.

**196.** With regard to the procurement of goods and services, the ILO is working with other United Nations agencies to improve conditions and prices through the joint purchasing of greater volumes.

## Services to governance

### Meetings and conferences

**197.** New surveys are under development to measure participant satisfaction with various aspects of meetings and conferences. Over 96 per cent of participants surveyed at the 94th (Maritime) Session and 95th Session of the International Labour Conference rated their overall satisfaction levels as “good” or “very good”.

**198.** Digital recording was used at the 94th (Maritime) Session of the International Labour Conference and for the plenary debates. Overall, this produced savings and was generally well received. Some issues remain with regard to interpreters' copyrights and other aspects related to the use of this technology.

**199.** Legal services were provided to all sessions of the Governing Body, International Labour Conference and various other meetings. For instance, the Office negotiated agreements with host governments for Regional Meetings in the Americas and Asia. The ILO credentials database was expanded significantly in 2006. The database contains information that helps to ensure proper implementation of tripartism and autonomy of delegates at ILO meetings and conferences.

## Document production

**200.** A new document services policy is being finalized and a trial documents control centre concept is being piloted as a more integrated approach to document production. The turn-around time for document production was reduced by three days by “printing on demand”, improved workflows and increased internal print production capacity.

**201.** The timely production of materials continues to be a challenge, due to various factors “upstream” of the physical printing process itself. Of the 732 documents produced for the main meetings and conferences, 162 (or 22 per cent) were late. While this reflects some improvement in the timeliness of Conference documents, a 36 per cent increase in the actual number of Governing Body documents mitigated against improvement in this area. It is worth noting that the total volume of these documents increased by only 19 per cent, indicating a move to greater concision.

**202.** Continuous-feed printing processes are now fully operational, allowing for internal printing of all black and white documents. This resulted in overall savings of 20 per cent on printing costs for the International Labour Conference.

## Legal services

**203.** The Office of the Legal Adviser continued to advance the interests of the Organization in relation to the Constitution, contracts, technical cooperation agreements, legal relations with governments, internal administration, the ILO Administrative Tribunal and other legal issues. It contributed to the work of the task team on reform, the working group on the Conference and capacity building for delivery of Decent Work Country Programmes. Its work included stimulating knowledge sharing within the United Nations

legal network and reviewing practices on public-private partnerships, outside activities, logo use and host state relations.

## **Ethics Officer**

**204.** The ILO established the function of Ethics Officer, an independent position that reports directly to the Director-General. The function was created to ensure support and compliance with ethical standards and provide additional reporting options for staff.

## **Maintenance of infrastructure**

### **Building management and security**

**205.** A comprehensive study of the renovation needs of the headquarters building was completed in August 2006. A competitive bidding process is under way for various aspects of previously approved headquarters repairs.

**206.** Controlled access to the building is in place, allowing the ILO to know, in case of emergency, the number of people present in the building (including those with restricted mobility). However, due to financial constraints, controls for visitor access and certain zones inside the headquarters building are at only minimum levels.

### **Information technology**

**207.** Infrastructure related to information technology continued to be maintained and monitored on an ongoing basis. The overall availability of headquarters centralized services and systems (from January to October 2006) was 99.95 per cent.

**208.** The IRIS system is fully available at headquarters and generally operated well. The strategic management module is available and functioning in all external offices and has been used for the preparation of the Programme and Budget for 2008–09. The deployment of additional IRIS functions to three external offices started in November 2006.